

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is made between the Town of Ellington ("Town") and the Ellington Police Union, Local #2693, Council #15, AFSCME, AFL-CIO ("Union"), collectively known as "the Parties".

This Agreement covers the unique case of School Resource Officer ("SRO"). Unless exception is otherwise taken herein, the terms of employment are that of the Collective Bargaining Agreement ("CBA") between the Parties. For School Resource Officers, the Parties agree that the Collective Bargaining Agreement ("CBA") is hereby amended and/or understood as follows:

1. SRO selection is guided by the Town Position Description for School Resource Officer.
2. SROs work student school days and times (nominally 182 days per year, at nominally 7.5 hours per day to cover student hours plus some overlap) of the Ellington Public Schools, as assigned by the Supervisor. For purposes of this Agreement, this is not a full time position.
3. SRO qualifies for benefits required by law.
4. SRO may take up to 40 hours unpaid personal time off upon timely approval of the Supervisor. Requests for personal time off in excess of 40 hours in any contract year must be timely submitted, supported by cause, and approved by the First Selectman; conditions may apply.
5. Unless a Town vehicle is made available, SRO is expected to use personal vehicle for necessary travel in performance of the job; Town will reimburse SRO for mileage at IRS rate for job required use of personal vehicle. When required to use his/her personal motor vehicle on the job, the SRO shall be entitled to insurance coverage under the Town's motor vehicle liability carrier.
6. The following replaces CBA Section X.4: Each year candidates for SRO shall make request for SRO assignment and the Supervisor shall select first from such qualified applicants who are current bargaining unit members. Should an insufficient number of qualified bargaining unit members express an interest and willingness to fill said role, the Town may select applicants from outside the Union.
7. The following replaces CBA Section XI.3: SRO assignments shall be made by the Supervisor.
8. The following is an addition to CBA Section XIV.1: SRO shall also receive a \$500 clothing maintenance allowance payable in January.
9. The following is an addition to CBA Section XIV.2: SRO shall receive an extra 3 each of winter pants, summer pants, long sleeve shirt, and short sleeve shirt.

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10. The following is an addition to CBA Section XV-PAY RATE: In recognition of the special requirements and in lieu of other benefits, SROs shall be paid a premium of \$2.25 per hour (increasing to \$2.30 per hour on July 1, 2015) above the rate listed. SRO premium shall apply only when serving in the capacity of SRO.
11. The following replaces CBA-APPENDIX A: Supervisor shall assign any replacement SRO.
12. Supervisor may temporarily re-assign SROs in exigent circumstances to any other necessary duties within the scope of the CBA, but shall not do so routinely or arbitrarily.
13. SROs may be required to satisfactorily complete training specific to their role as such. If so, SRO shall be compensated for the time and cost to attend that training.

This Agreement shall become effective upon signing by both Parties, following any approval required by the Town and the Union.

IN WITNESS WHEREOF, the Parties, intending to be legally bound by the above terms and conditions, have knowingly, voluntarily, and of their own free will, executed this Agreement as follows:

for the ELLINGTON POLICE UNION, LOCAL
#2693, COUNCIL #15, AFSME, AFL-CIO:

for the TOWN OF ELLINGTON:

Edward J. Decker

Maurice Blanchette

Edward Decker, President

Maurice Blanchette, First Selectman

Date: August 12th, 2014

Date: Aug. 12, 2014